



# FIRST THINGS FIRST

*The right system for bright futures*

## OPERATIONAL PRINCIPLES FOR NAVAJO/APACHE REGIONAL PARTNERSHIP COUNCIL

### TRUSTWORTHINESS

- Demonstrate high integrity, truthfulness and ethics
- Words and behaviors are consistent and reflect the highest ethical standards
- Listen and speak with honesty, openness and respectfulness
- Keep promises and follow through on commitments

### RESPECT

- Regard, value and recognize the needs and perspectives of others
- Actions, decisions and policies should promote equity
- Regard and value contributions and recognize accomplishments
- Display interest in and contribute to others well being

### INCLUSIVENESS

- Recognize and value differences
- Promote diversity
- Consider and honor differing points of view
- Cultivate and maintain an environment where all people feel heard, recognized, valued and supported
- Engage people of diverse backgrounds, beliefs, and culture
- Respect and value the strength that comes from the rich diversity of our region

### LEARNING

- Encourage exchange of different ideas and perspectives, utilizing conflict as an opportunity for creativity and innovation
- Work, learn and strive for excellence together, sharing successes and mistakes
- Expect and encourage continuous learning
- Create opportunities for individual and group learning that crosses organizational boundaries
- Recognize that no one has all the answers

### TEAMWORK

- Foster positive work relationships through inclusive, team approach
- Create environment for stretching beyond what was thought possible
- Seek input and involvement of those affected by decisions
- Accept responsibility and accountability
- Place team goals above personal goals

*(Excerpts taken from Duke and John Hopkins Operational Principles.)*

*Adopted 8/25/2008*